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ABSTRACT

This report contains project synopses and evaluations supporting recommendations for funding 25 continuing and 7 new projects in public and nonpublic colleges and universities included in the $1.5 million appropriated for fiscal year 1997 for the Illinois Cooperative Work Study Program. Selection criteria included: strengthening cooperation among higher education, business, industry, and government; promoting school/college relationships; encouraging social and community service activities; maximizing use of matching contributions; creating new opportunities for public/private sector partnerships; and integrating components of student financial aid to reduce reliance on student loans. Institutions receiving grants were: Belleville Area College; Bradley University; City Colleges of Chicago; Concordia University; Danville Area Community College; DeVry Institute of Technology-Chicago; DeVry Institute of Technology-DuPage; Eastern Illinois University; Elmhurst College; Greenville College; John A. Logan College; Kaskaskia College; Knox College; Lewis University; Northwestern University; Quincy University; Rend Lake College; Rockford College; Rosary College; St. Augustine College; Saint Xavier University; School of the Art Institute of Chicago; Shimer College; Southern Illinois University at Carbondale; University of Illinois at Springfield; College of DuPage; Northern Illinois University; Richland Community College; Spoon River College; Harry S Truman College of the City Colleges of Chicago; University of Illinois at Chicago; Western Illinois University. (CH)

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ED 403 858

Item #12
March 4, 1997

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

ILLINOIS COOPERATIVE WORK STUDY PROGRAM
FISCAL YEAR 1997 GRANT ALLOCATIONS

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STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

ILLINOIS COOPERATIVE WORK STUDY PROGRAM
FISCAL YEAR 1997 GRANT ALLOCATIONS

This item presents staff recommendations for allocation of the fiscal year 1997 appropriation of $1,500,000 for the Illinois Cooperative Work Study Program (ICWS). The Act authorizes the Board of Higher Education to award grants to public and nonpublic institutions of higher education to support student cooperative work study programs. The Act stipulates that the program shall benefit students academically and financially, reduce reliance on loans, enhance public-private sector partnerships, and encourage students to seek permanent employment in Illinois. Administrative rules prescribe the grant application process.

In September 1996, a request for proposals (RFP) was mailed to all Illinois public and nonpublic college and university presidents and grants administration offices including directors of internship/cooperative work programs and Higher Education Cooperation Act grant project directors at public and private colleges and universities.

Thirty-nine proposals requesting $2,283,998 in grant funds were received. The selection of proposals recommended for funding was based upon the extent to which the proposed programs: (1) strengthened cooperation among higher education, business, industry, and government; (2) promoted school/college relationships; (3) encouraged social and community service activities; (4) maximized the use of matching contributions from businesses, governmental and social agencies, and participating colleges and universities to support student wages; (5) created new opportunities for partnerships between the public and private sectors; and (6) integrated other components of student financial aid to reduce reliance on student loans. The selection of projects involved weighing the individual merits of each proposed project in competition with other proposals. In all cases, consideration was given to: (1) involvement with cooperative education sites, (2) academic experience provided, (3) amount of matching contributions, and (4) for continuing projects, the quality of results achieved the previous funding year.

The attached recommendations are for 32 grants (25 continuing and seven new projects) which will assist more than 1,228 students. The time period for completion of these cooperative work study projects is between April 1, 1997 and June 30, 1998. In the report, project numbers one through 25 are continuing projects and projects 26 through 32 are new projects. In those instances where institutions have requested continued funding, evaluations examined mid-year operations of projects, and in some cases, provided final results of earlier projects.

While the proposals for which funding is recommended are unique in the way they provide financial assistance to students through work study positions, there are some common elements. Hourly wage rates for students generally range from $5 to $8 per hour with matching contributions equal to 20 to 60 percent of student wages. Wage rates and employer matches are influenced by geographical location, career field, and the availability of funding from private and not-for-profit

organizations. All proposals have either written agreements with the employers for matching funds or have demonstrated a cooperative effort with employers which suggests matching funds can be expected once grant funds have been secured. All fiscal year 1997 grant funds provided under the Illinois Cooperative Work Study Program must be expended by June 30, 1998.

The staff recommends adoption of the following resolution:

The Board of Higher Education hereby allocates the fiscal year 1997 appropriation of $1,500,000 under the Illinois Cooperative Work Study Program Act for the projects designated on the attached list.

ILLINOIS COOPERATIVE WORK STUDY PROGRAM
FISCAL YEAR 1997 GRANT ALLOCATIONS

Applicant Institution/Synopsis — **Amount Recommended**

Continuing Projects

1. Applicant Institution: Belleville Area College — **$15,000**

Synopsis: Funding is requested for a cooperative effort by seven tech-prep pathway instructional programs and the Career Placement Center to expand student work-based experiences. A working partnership group within the Career Placement Center Employer Advisory Council and a Steering/Implementation Committee, chaired by the Vice President of Instruction, will oversee the operation. Two continuing and three new electronics jobs will offer a range of relevant work environments including an engineering department, an engineering company, and a telecommunications company. Two new jobs in the area of hospitality/food service will be offered by a new and progressive restaurant in the area. Seven horticulture students will be offered work studies, two with the Stonewolf golf course, two with Belleville Parks and Recreation, two with Collinsville Area Recreation, and one public service job at the Illinois Hunger Coalition. Involvement of four new academic program areas (desktop publishing, major appliance technology, drafting, and secretarial science) will benefit the seven students. All positions are tied to the students' majors.

Evaluation: In the first year of the program, students at Belleville Area College had many opportunities, for example: a student majoring in Electronics completed a fall project with Kniepkamp Engineering and two students began work study in this past fall, one at Marsh Company and one at Twin Telecom. The work study at Kniepkamp Engineering involved assembly of circuit boards for prototype control systems, troubleshooting electrical circuit boards, and specifying lab equipment. At Marsh Company, the student is involved in assisting technicians with testing, troubleshooting and repairing ink jet printing equipment, and the student at Twin Telecom is involved in assisting a field engineer in installation and troubleshooting of telecommunications equipment. Overall, comments from employers are positive, indicating that employers would like to continue working with the College in the future.

2. Applicant Institution: Bradley University — **$100,000**

Synopsis: This proposed project will establish cooperative work study relationships with new employers, expand existing relationships, and continue relationships established in previous years. Positions will be offered to students in five undergraduate colleges: Business Administration, Communications and Fine Arts, Education and Health Sciences, Engineering and Technology, and Liberal Arts and Sciences. The project will include an evaluation component for both employers and students. Thirty-three Illinois employers have submitted letters of intent indicating a total of 133 placements for students. The project will utilize $141,000 in employer funds. The benefits of the project will include strengthened relationships between Bradley University and the participating organizations

and will reduce student reliance on financial assistance. It also will encourage students to seek permanent employment in Illinois upon graduation.

Evaluation: Bradley University is in its fifth year of participating in the Illinois Cooperative Work Study Program through its Cooperative Education program. Nineteen students were placed during summer 1996 and 19 students are currently on fall assignments. Seventeen employers have provided thirty-eight opportunities for these two placement periods. Students working during the summer and fall placement periods majored in 14 different areas of study and represented all five colleges of the University (Business Administration, Communications & Fine Arts, Education and Health Sciences, Engineering and Technology, and Liberal Arts and Sciences). During the 1995-96 academic year, approximately 60 percent of all Bradley graduates had borrowed through the Federal Stafford and/or SLS loans programs with an average indebtedness of $13,224. During this same academic year, 65 percent of the Bradley graduates who participated in the Illinois Cooperative Work Study Program were borrowers, with an average indebtedness of only $9,369. This data suggest that the student participants incur less college-cost indebtedness as a result of their earnings.

3. Applicant Institution: City Colleges of Chicago (Richard J. Daley College) **$79,000**

Synopsis: The goal of the project is to incorporate experiential learning into Daley's Manufacturing Technology Program by partially supporting work study assignments for students enrolled in the program. The foundation for the program will be to further develop mutually beneficial productive partnerships with several manufacturing companies in the area. The project also will increase student awareness of school-to-school and school-to-work opportunities by building formal articulation agreements with high schools and four-year universities under guidance from active Industrial Advisory Boards. The project will assist in effectively preparing the workforce for the manufacturing industry.

Evaluation: The City Colleges of Chicago is in its fifth year of coordinating an Illinois Cooperative Work Study Program through the Manufacturing Technology Tech-Prep program at Richard J. Daley College. This year the grant began with an established partnership of 25 metalworking companies. The College now has 52 companies committed to accepting work study students. Fourteen students per semester have been given work study assignments. The quality of student interest and eligibility have continued to improve. The feedback from companies is very positive. Students were encouraged to excel at their place of work and most of the students were hired for additional hours for which there was no reimbursement from the grant. Resources from Tech Prep funding, Carl Perkins funding, employers' payments to trainees, and available college and other funding will be coordinated as a match to Cooperative Work Study funding to maximize efforts and results in this endeavor. The College also continues its thrust in building collaborative partnerships with both the educational and industrial sectors of this program.

4. Applicant Institution: Concordia University **$30,000**

Synopsis: Concordia University is seeking funding to partially support work study for up to 40 students enrolled in the College of Arts and Sciences and the College of Education.

The Professional Experience (ProEx) program of the University promotes and encourages undergraduate students to develop a learning relationship with business, industries, government, and non-profit agencies to expand their understanding of the work place. Employers such as Amoco Corporation, The Barter Group, River Forest Bank Corporation, Early childhood centers, The Oak Park Development Corporation, Two Rivers Growth Association, Argonne National Laboratory, and, others have offered opportunities to Concordia University students in appropriate learning experiences in the fields of accounting, business, chemistry, computer science, communications, education, exercise science, social work, and psychology. Since the ProEx program began in 1989, Concordia has been able to increase the number of students participating each year by as much as 50 percent. The goal of this project is to increase participation by 35 percent (from 50 students to 70 students) by providing matching funds with current and newly enlisted employers.

Evaluation: As a part of the Illinois Cooperative Work Study Program at Concordia University, the "Professional Experience," all students are required to undergo preparation for this experience. Each student is required to work with a faculty supervisor and a work site supervisor to develop a Learning Contract with objectives the student is to achieve, as well as strategies and activities to achieve those objectives. After completing the Professional Experience, student-participants wrote papers describing their learning experience. Some students who participated in the program during summer 1995 and the 1995-96 academic year completed their degrees and are now employed. Six are employed by the same employer where they completed their Professional Experience, and two are employed in positions directly related to their academics field.

5. Applicant Institution: Danville Area Community College **$33,000**

Synopsis: The Danville Area Community College (DACC) Cooperative Work Site Learning Program will provide a coordinated and integrated work experience that relates closely to the occupational and technical aspects of the student's educational program. The program includes learning that occurs at the work site and addresses experiences ranging from occupational orientation and awareness through skill preparation. This learning also may address all aspects of an industry that a student is preparing to enter including: management; planning; finances; technical and production skills; underlying principles of technology and labor; and community health, safety, and environmental issues related to the industry. The work site learning experiences are specifically designed to help meet the academic and financial needs of Illinois resident students who are enrolled in the DACC targeted programs. Opportunities gained through the Cooperative Work Site Learning Program will benefit all involved students, employers, labor, the community college, and the community itself. Partnerships between public and private sectors and the community and DACC students will be built and supported. The most significant benefit will be to the student by providing strong integration between what is learned at the work site and the academic program.

Evaluation: In its first year of funding under the Illinois Cooperative Work Study grant, Danville Area Community College served 17 students, with a projected total up to 21. Employers Palmer Bank, Daughhette & Parks P.C., Danville Civic Center, VA Medical Center, and Western-Southern Life Insurance Company hired students in a variety of job

areas, including desk top publishing, engineering, accounting, and support roles. All job descriptions were directly related to each students' fields of study. Student participants reported being satisfied with the level of academic and student support services they received and with their work site learning placement. Students specifically mentioned acquiring skills in communication, through their contact with customers, and problem solving skills through the various assignments they were given. They also mentioned a higher level of confidence in their ability to use a computer. Employers indicated their enthusiasm for the Work Site Learning Program and felt that participating students will have a definite advantage in the job market compared to other graduates.

6. Applicant Institution: DeVry Institute of Technology-Chicago **$40,000**

Synopsis: This proposal is designed to provide a program of financial assistance to enhance the cooperative education partnerships between Illinois employers and DeVry/Chicago students. The goal of the Work Study Program is to encourage high academic achievers who also are financially needy to increase their completion/graduation rate through their involvement in the program. The objectives of this project are to encourage employers to hire two or more students by providing the employer a salary reimbursement of $3 per hour. To encourage degree completion, in addition to providing a salary, the employer would support the students' education through scholarships.

Evaluation: Fiscal year 1996 was the third year DeVry Institute of Technology received an Illinois Cooperative Work Study grant. During this fiscal year six employers participated in the cooperative effort: S-B Power Tools, Telecom, Lo Dan, LaMarche, US Robotics and Motorola. Eleven students are currently employed in career related positions as electronics technicians—three at S.B. Power Tools, five at Motorola and three at LaMarche. In addition, Lo Dan is still anticipating three hires, US Robotics plans on four, Telecom is in need of one, Motorola anticipates an additional need for one to four students and LaMarche, two or three. A project staff including the Director of Career Services, Dean of Student Finance and Manager of Part-time Employment track the retention rate of a control group vs. non-control group, final GPA, placement rate and placement timelines, percentage of students placed in Illinois, and starting salaries and evaluate the outcomes of cooperative education based on this data.

7. Applicant Institution: DeVry Institute of Technology-DuPage **$50,000**

Synopsis: DeVry Institute of Technology-DuPage requests continued funding to maintain its Cooperative Education Program in the field of electronics engineering technology. Fifteen students from DeVry Institute are currently participating in this program which benefits students academically by providing experiential opportunities in a technical and focused engineering discipline in order to enhance their post-graduate employment in the state of Illinois. Employers have made additional positions available to provide students with career-oriented part-time employment as well as satisfy a business need. The program also is intended to financially assist students and promote their retention in college and completion of their baccalaureate degrees.

Evaluation: After its first year of receiving an Illinois Cooperative Work Study grant, DeVry Institute of Technology has begun cooperative relationships with Packard Instruments, CMI, G.E. Medical, Lanier Worldwide, Charles Industries, Mitsubishi and Control Solutions where 15 students have worked. Job titles include electronics

technician, calibration technician, and engineer technician. Both DeVry students and employers have expressed positive comments about their experiences. For example, CMI has indicated that because of the Cooperative Work Study Program, they have worked with several students, and are seriously considering these same students for full-time employment upon graduation. Some of the other employers have had similar experiences and anticipate hiring work study students upon graduation.

8. Applicant Institution: Eastern Illinois University **$80,000**

Synopsis: Funds provided by this program will be used to support work study experiences for undergraduate students in the disciplines of Business, Economics, Environmental Biology, Geology, Graphic Design, Health Studies, Family & Consumer Sciences, Journalism, Public Relations, Physical Education, Political Science, Psychology, Sociology and African-American Studies. The objective of this project is to expand existing experiences and launch new opportunities. The work sites will provide more than a 50 percent match towards student salaries. By participating in this program, students will be better prepared to compete for jobs in Illinois, as they will be more able to offer employers the level of skills that are required in today's job market.

Evaluation: Eastern Illinois University is in its fifth year of participating in the Illinois Cooperative Work Study Program. Faculty coordinators from the areas of Business, Environmental Biology, Geology, Geography, Graphic Design, Health Studies, Home Economics, Journalism, Physical Education, Political Science, Psychology, Public Relations, Sociology and Zoology meet on a regular basis to discuss the program and offer suggestions as to ways to better serve student participants and employing sites. A total of 38 undergraduate students have participated in, or are about to complete their experience with the work study program during the 1996 summer term and the fall 1996 semester. These students were employed with businesses, corporations, and governmental agencies located throughout Illinois. These sites offered professional experiences to students in business, environmental biology, economics, geology/geography, graphic design, health studies, journalism, public relations, physical education, political science/administration, political science/pre-law, psychology, and sociology. Students have been placed at several different city and county agencies as well as the Illinois State Geological Survey, Real Graphix, the Star Publishing Company, the Times-Courier of Charleston, Capitol Development Board, Cole's County State's Attorney, and the City of Chicago.

9 Applicant Institution: Elmhurst College **$76,000**

Synopsis: The Elmhurst College JOBPATH program desires to continue providing work study services to needy and industrious students. The program involves jobs primarily in the private sector. Work study students are temporarily hired by participating companies with better than a 50/50 salary match and with the intent to hire the student full time if a vacancy exists and the student's work is satisfactory. Some work is with non-profit organizations. Students are provided an opportunity to explore a career field and better focus their career development. An African-American/Hispanic mentoring program is an integral part of JOBPATH and occurs at the work site of both non-profit and private sector settings. A new effort is the after-school tutoring program where education majors

are paid $5 per hour to tutor K-8 predominantly minority children. The school district shares a major portion of student salaries.

Evaluation: The JOBPATH program served 40 students last year. Sixteen students were placed in non-profit organizations with an 80/20 match, and 24 students were in private sector placements at a 50/50 match. Thirty-five employers are currently working with students. These organizations represent a wide range of employers, including museums, educational, social services, and governmental agencies. Students are engaged in tasks such as general ledger accounting, tax preparation, writing computer programs, maintaining databases, assisting in the planning of city and community events, support roles for planning and zoning departments, and promoting sports and entertainment. The College has developed an assessment tool to measure work study/co-op growth. After three terms of tracking student progress, measurable growth has been demonstrated. This is a good evaluation tool and added feedback to faculty on curriculum and students' general ability to show their skills makes the overall program successful.

10. Applicant Institution: Greenville College **$52,000**

Synopsis: The goals of this project are to provide students paid learning experiences in positions of community service, biology, mathematics, education, environmental sciences, criminal justice, community development, and health-related fields; provide tuition abatement thereby reducing reliance on student loans; and increase academic-related experiences for students from departments which traditionally have been inadequately represented in receiving compensation for job /practica experiences. Additionally, this project is designed to develop new and/or expanded cooperative efforts between the College and not-for-profit agencies located both in the region surrounding Greenville and throughout the state. The grant will allow up to 60 Illinois residents in majors with community service potential to have valuable learning experiences while encouraging student involvement in community service and permanent employment in Illinois. Finally, the grant will assist the College as it expands its service to women and minorities, and strengthens its school-college partnerships.

Evaluation: Greenville College is in its fourth year of participation in the Illinois Cooperative Work Study Program and has thus far placed 40 students (14 male and 26 female) in cooperative social and community service work experiences, 82 percent more students than last year. The racial breakdown of the 40 students: four students are African-American, two are Hispanic and the remaining 34 are Caucasian. Thirty placement sites have been identified, with 15 of these representing new or different community service positions. While students had previously participated in off-campus learning programs, this number of new participants represents a significant increase. In addition, departments which had previously not developed cooperative learning programs have now begun to participate. The 1995-96 roster of Cooperative Work Study Program students included 44 participants. Of these, 13 are currently employed, two are in graduate school, and 29 are still enrolled in the undergraduate program. Through personal contacts with students it has been determined that the cooperative work experience is perceived to be of tremendous assistance in preparing students for career entry. Four of those employed have positions with their cooperative organizations. The majority are employed in discipline-related fields and 10 are now at work in Illinois.

11. Applicant Institution: John A. Logan College **$42,000**

Synopsis: This grant will continue the highly successful program of providing financial support for approximately 65 students to experience academic and work partnerships as part of their community college career. The major goal of the project will be to enhance the College's business/education partnerships and to continue to develop the students' workplace readiness skills and career knowledge. Other benefits will be the encouragement for students to remain in Illinois for permanent employment and the decrease in dependence on grants to pay for education costs. This work experience in a job related to their chosen career is vital to the development of the student's readiness to meet the challenges of today's workforce.

Evaluation: In its fourth year of operation, the Cooperative Work Study Program works closely with two established student work programs at the College. The collaboration with the Work Study Program has significantly increased the number of jobs available to these students. A total of 85 students applied for work study during the summer and fall semester of 1996. At this time, 32 have received work study positions. Of the 32 students are female and 11 are male. The students' majors comprise the fields of Psychology, Computer Information Systems, Pre-Med, Computer-Aided Drafting, Physical Therapy, Criminal Justice, Elementary Education, and Outdoor Recreation. Companies that have participated include: Southern Illinois Regional Social Services, Jackson County Assessments, Pass Heating and Air Conditioning, Palmer and Murrie Abstract Company, All-State Insurance, the Family Practice Clinic, and UNI Corporation. Based on evaluations, participating companies are pleased with the program and the students placed. Most students who do not gain permanent employment with the sponsoring businesses have commented on the advantages of the "contacts" they have made, and the resume-building aspects of the experience. So far, two students have gained full-time employment through the sponsoring businesses and through conversation with other businesses. It is projected that approximately eight to ten students will be offered full-time employment when they have finished their education and work study projects.

12. Applicant Institution: Kaskaskia College **$25,000**

Synopsis: The Illinois Cooperative Work Study Program strengthens cooperation between the College and local businesses and industries by placing students in workplaces directly related to their academic programs. Kaskaskia College has established and will continue a program of financial assistance designed to benefit students academically and financially, reduce reliance on loans, enhance public-private sector partnerships, and encourage students to seek permanent employment in Illinois. The principal clientele to be served by the program are undergraduate students desiring work study in clinical placements, cooperative programs with business and industry, and other opportunities linked to their academic programs. Employers include Boatmen's Bank of South Central Illinois, Carlyle Healthcare Center, Community Resource Center, Judy's Fashions, Marion County Savings Bank, Swinford Accounting, Washington County Hospital, and Nascote Industries.

Evaluation: The fiscal year 1996 Illinois Cooperative Work Study Program at Kaskaskia College currently has eight participants at seven work sites in Illinois. All seven of the

student's evaluations to date range from outstanding to average. A phone/visit survey of each employer indicated each was pleased with the opportunities and partnerships being developed. The 1996-97 program has allowed Kaskaskia College to form new partnerships with Washington County Hospital and the City of Centralia. Partnerships are being strengthened with the Community Resource Center and the City of Salem. One student has taken a job at the Community Resource Center, thus meeting one of the major goals of the project—to encourage students to obtain employment in Illinois.

13. Applicant Institution: Knox College **$34,000**

Synopsis: The Educational Technology Center is a joint venture of Knox College, Carl Sandburg College, and Galesburg Community Unit School District 205. The Center makes available to local students and community members at all levels state-of-the-art computer- and telecommunication-assisted education and training, including adult job-related training. The Center houses an interactive video conference area, a technology laboratory, and two computer classrooms. Funding will provide work/study opportunities at the Education Technology Center for students of two of the three cooperating institutions. Funding also will allow students from the partner colleges to work off campus and gain experience in management, technology, communications, education and training, customer service, and marketing and will address the needs of a wide range of academic majors. The students who successfully complete the training will likely transition to permanent full-time employment in Illinois by employers searching for graduates with practical work experience.

Evaluation: During fiscal year 1996, 14 students were served at the Educational Technology Center for Knox College's Illinois Cooperative Work Study project. Twenty-one more students are projected to be served by the end of the grant period. Three employers are involved in the project and another six are expected to join before project's end. Students were placed in a variety of positions, primarily working with computer systems, troubleshooting, maintenance and tutoring public users on the computer systems. They also worked in areas of audio-visual skills with downlinking satellite broadcasts and organizing equipment for seminars, workshops and conferences. Public relations skills, as well as marketing skills both in hard copy and over the internet are dealt with in job roles. The Educational Technology Center has been integral in developing the skills necessary for many of the student-participants to take the next logical step in their careers, whether it be to continue their education, or seek permanent employment. One work study student has utilized the knowledge gained on local area networks, internet proxy servers and mass password accounting to secure several offers for permanent employment after graduation. Two work study students from Carl Sandburg College have plans to continue their education at four-year institutions in fields that are relevant to the skills they have learned at the Educational Technology Center.

14. Applicant Institution: Lewis University **$20,000**

Synopsis: Lewis University requests funding to continue to expand its highly successful Work Study Program which was established in spring 1992 and has continued through academic year 1996-97. During that period, the project was limited to undergraduate resident aviation students. Last year, Lewis University broadened its program to include human resource management, history, and political science students. The objective of this

year's program is to place six to eight aviation, human resource, management, political science, and history students for a total of approximately 30 students. Work Study sites will be aviation companies, airports, businesses, corporations, historical foundations, museums, service organizations, and government agencies. The project goals are to provide students with on-the-job training, to reduce their reliance on student loans, and to increase the likelihood of their finding permanent employment in Illinois.

Evaluation: In its fourth year of receiving funding, the Illinois Cooperative Work Study Program at Lewis University was a vital and necessary operation of the College of Arts and Sciences. The program proved to be very popular among students and participating companies. It provided an opportunity for students to develop and refine administrative and leadership skills to possible future employers. In addition, the Work Study Program at Lewis University offered the participants "real world" experience. Eight students, to date, have completed the final paperwork summarizing their work experiences.

15. Applicant Institution: Northwestern University **$40,000**

Synopsis: Funding will enable Northwestern University to link undergraduates with employers for full-time employment during summer 1997 and part-time employment during the subsequent academic year. Many employers are in the advanced technology industry, located in the Northwestern University Evanston Research Park area. The program which is coordinated through the Small Business Development Center emphasizes that salaries earned will help reduce college costs and linkages will lead to later employment and possible careers. Further, work study will allow students to test, verify, augment, and reinforce the knowledge gained in the classroom.

Evaluation: Northwestern University is in its fourth year of operating an Illinois Cooperative Work Study Program. Companies continue to be pleased with the program and several CEO's expressed that they hoped that the program would continue for 1997-98. Companies report that students hired have made significant contributions to the technical projects which they have been assigned. At Containerless Research, for example, one student was identified as a co-author of a scholarly paper. To date, 18 students have been placed at nine different companies, which include Applied Kinetics, Technikrom, Containerless Research, Strategic Systems, Cybertech, Digital Innovations, and U. Communications.

16. Applicant Institution: Quincy University **$40,000**

Synopsis: The proposed Quincy University Early Exploratory Work Study Program will provide opportunities for students in business and pre-professional programs to explore careers in a variety of fields in area agencies and businesses. The local organizations have agreed to provide a greater than 50 percent match of grant funds requested for student wages based on an rate of $6 per hour, 15 to 20 hours per week each semester. A faculty advisor and advising committees will coordinate the program, which will include fields such as: electronic communication; art and music business; architectural and engineering research; retail management; corporate marketing; public agency, and small business management.

Evaluation: Quincy University's Illinois Cooperative Work Study project last year was very successful in meeting the objectives set forth. Students were employed with companies such as Moorman Manufacturing, Gardner-Denver, and Niemann Foods. Students working for the City of Quincy were very effective in learning the management and computer skills necessary for later employment. Three students filled one position consecutively, and one has graduated and is now employed in the Mayor's office. Individual cases of continuing and renewed employment show the excellent results of the work study activity in spurring academic growth. The students at other non-profit agencies provided a valuable resource for the community while advancing in their own career fields. For example, a social science work study student at the Quincy YMCA/Big Brother/Big Sister program developed a youth program for the Redmond Lee Center and gained valuable experience in public service. A communication major at KHQA television studio learned the insights of the media business and now plans to enter that field after graduation. KHQA was impressed with the student's performance and requested another student assignment for the coming year.

17. Applicant Institution: Rend Lake College **$95,000**

Synopsis: Though this program, Rend Lake College seeks to place 60 students into paid positions that relate to their majors. The primary goal of the project is to place 56 of the 60 students into area public schools. These education majors would work from 480 to 640 hours in these schools providing instructional assistance and individual tutoring services. Each student employed through this project would earn $6 per hour, with more than 50 percent of that amount being paid by the employers.

Evaluation: The Illinois Cooperative Work Study grant at Rend Lake College, now in its fifth year, has been an asset to all entities involved in the project. Fifty-six students have been placed in paid positions through the work study program. Fifty-two of these placements represent students majoring in education. Additional commitments have been made by nine other employers to hire 13 more students into various positions. Attempts to address minority and non-traditional students also have been made. The Illinois Cooperative Work Study Program at Rend Lake College has been rewarding for all individuals involved. Evaluations have been positive, and interest by employers in continuing participation has been good.

18. Applicant Institution: Rockford College **$31,000**

Synopsis: The goal of this program is to provide academically relevant, paid work experience to Illinois resident Rockford College students in their chosen field of study that will aid in reducing their reliance on student loans. The majority of students will be placed in social service agencies and local schools, creating educational partnerships with Rockford College, the students, and participating employers. This will enhance public-private sector partnerships and forge relationships that will encourage students to consider permanent employment in Illinois. Social service agencies and the public school system will be the primary employers benefitting from this program. Rockford College's student population will primarily consist of financially needy sophomore, junior, and senior students with an interest in the areas of psychology, teaching, human relations, business, and marketing.

Evaluation: Rockford College is currently in the fourth year of operating an Illinois Cooperative Work Study Program. Students involved in the program gained a perspective of their field of study that they would not have been able to do without this program. Eight nursing majors were able to explore different patient areas at one of the local hospitals during the summer 1996 term. One of the nursing students stated that the experience helped her to clarify her career goals. Another nursing major stated that everything she learned in the emergency room applied the theory from her major in a clinical setting. Three students are employed at the American Red Cross, one in a homeless shelter and two working as disaster/safety educators. Two of the students are Psychology majors and one is a child development major. Five students are currently working in before and after school programs coordinated through the YMCA. One of the students is a psychology major, two are elementary education majors, one is a music education major and one is a physical education major. Two students are working at American Express/IDS Financial Services. Both of these students are business majors. In these positions the students gained practical knowledge in the areas of marketing, financial planning, investments and public relations.

19. Applicant Institution: Rosary College **$70,000**

Synopsis: Rosary College requests funding to continue its very successful CAREERNET program. This project is designed to provide academically relevant work opportunities for junior and senior students in diverse undergraduate majors. This year's CAREERNET program will support the creation of 48 new positions. Priority will be given to allocating matching salary funds to students working with organizations which provide them with professional employment experiences that are relevant to their chosen fields. The program is specifically designed to build new partnerships and strengthen existing relationships with both large and small employers in the private sector but is focused especially on developing opportunities in public and non-profit organizations. The CAREERNET program includes an extensive process of student evaluation, with student performance closely monitored by the faculty coordinators as well as the employment supervisors.

Evaluation: During fiscal year 1996, the Illinois Cooperative Work Study grant administered by the CAREERNET program at Rosary College served 24 students. It is expected that another 18 students will be placed in jobs during the spring semester, bringing the total above the number originally budgeted. It is clear that the program is expected to meet and exceed its projected goals. In addition to receiving substantial local attention, this past October the CAREENET grant was given national prominence. A paper describing the program was presented at the 25th annual conference of the National Society for Experiential Education, and demonstrated the impact the grant has had in generating enthusiastic faculty support for experiential education. The motivational value of the practical work experiences of the students based on evaluative information gathered, indicated an increased commitment by the students to their studies, particularly in the area of improving their writing, speaking and computer skills. One young man finally understood the importance of effective writing when it was the only negative comment on a glowing Employer Evaluation. Based on the superior work of another young woman at the Chicago Historical Society, she was kept on as a part-time employee to prepare another exhibit. To show how employers, not just students, can be changed by their experience, the Chicago Housing Authority hired a Rosary work study student for

general administrative support in the office, and when they realized the exceptional writing talents of this double major in English and Communications, they put her to work preparing public relations materials and press releases. The agency is now eager to hire the student full time and anxious to recruit more work study students. Though none of the students have yet graduated and gone on to seek full-time work, the history of the program shows that numerous students have been retained as permanent, part-time employees once their education was completed. This certainly speaks well to the ultimate goal of the program of providing permanent employment to students in Illinois.

20. Applicant Institution: St. Augustine College **$14,000**

Synopsis: St. Augustine College proposes to offer the Cooperative Work Study Program to 15 students per year to benefit them academically and financially, to reduce reliance on loans, and to enhance community partnerships. The College will match students in their accounting, secretarial science, computer information systems, and early childhood education programs with area private businesses and not-for-profit agencies in order to provide them work experiences related to their academic field. This work experience will be valuable when the students graduate and begin their own careers. Further, the students who will be chosen to participate in this program will be those who have completed 12 credit hours, and have a GPA of 2.5 or above, show financial need and are residents of Illinois.

Evaluation: St. Augustine College has participated with positive results in the Illinois Cooperative Work Study Program since fiscal year 1994-95. In spring 1996, six students were successfully placed in jobs with community, business and government agencies and worked in such places as Ebenezar Lutheran Church, Guatemalan Chamber of Commerce, Lake View High School, East/Edgewater Chamber of Commerce, and Social and Educational Services. Results of evaluations completed by the students indicate that their experience was extremely positive, academically, professionally, and financially. One partner, East/Edgewater Chamber of Commerce, decided to employ the student working for them on a full-time basis. During fall 1996, five students were placed at work sites. Preliminary program evaluations indicate, once again, that positive results are being achieved. Since the implementation of St. Augustine College's Illinois Cooperative Work Study Program, more than 50 businesses and not-for-profit agencies and two high schools have become involved, both as employers and as a referral source to other businesses and agencies. The spirit of cooperation has been confirmed through the placement of students in 15 businesses and agencies during the program. Evaluations completed by these businesses and agencies indicate that they are satisfied with both the coordination of the program and the performance of the students.

21. Applicant Institution: Saint Xavier University **$59,000**

Synopsis: Saint Xavier University is seeking funding to support cooperative education positions for 50 resident students. Students from the University's schools of arts and sciences, business, education, and nursing will be placed in a variety of cooperative education opportunities that benefit them academically and financially, provide for an integration of classroom theory and practical experiences, and relate to their future career plans. Faculty Coordinators from each of the four schools will work closely with the co-op staff to supervise the academic value of co-op placements. The grant money will be

used to establish new employer relationships and expand upon existing relationships in the greater Chicago metropolitan area. Among the new employers who are committed to partnerships are: Andrew Corporation; Argonne National Laboratory; The Art Institute of Chicago; The Daily Southtown; Dean Witter; Evergreen Park High School; Follett College Stores International; Ipema & Associates; Kellogg School; Manor Health Care; McGreal, Johnson, and McGreal; The Merit Music Program; Midlothian Park District; Museum of Science and Industry; and Northwestern Memorial Hospital.

Evaluation: In its fourth year of the program, St. Xavier has placed 26 students in positions directly related to their majors. These positions include: six management, five marketing, five accounting, four education, two management information systems, two English, one international Business and one computer science position. Among employers are: The Art Institute of Chicago, Dean Witter, Global Languages and Cultures, Kellogg Elementary School, Manor Health Care, Morse Data Corporation and St. Jude Children's Research Hospital. A Learning Contract, which is developed from the job description by the employer, a faculty advisor and the student, becomes the measure by which the student is evaluated by the faculty member and site supervisor. This Learning Contract clearly states the goals and objectives for the student, and the responsibilities of the employer, faculty advisor and student. In addition, the faculty member meets regularly with the student and makes one site-visit per semester. Exit interviews upon completion of the work indicate that students thought the skills and contacts they made during the program were valuable and positive. In previous years approximately ten co-op students graduated and were offered permanent positions. All students are employed in Illinois.

22. Applicant Institution: School of the Art Institute of Chicago **$55,000**

Synopsis: The Illinois Cooperative Work Study Program at the School of the Art Institute proposes to expand opportunities for 90 students to be placed in paid work experiences. Vigorous job development activities to strengthen employer relationships and create new opportunities with specific fields (e.g., photography, computer graphic design, and video production) will be accomplished. As part of the matching requirement for the grant, the program has extended the 35 percent match offered to employers from non-profit organizations, to employers in the private sector that are unable to offer an hourly salary. Students found eligible to participate in the program will receive financial aid counseling in order to develop maximum earning eligibility before taking out a loan. Staff and faculty will work closely with students to ensure that students are being placed in positions that will allow them to enter the work force upon graduation with strong professional resumes.

Evaluation: The School of the Art Institute of Chicago has received funding for an Illinois Cooperative Work Study Program grant for five years. This past year, the institution placed 21 students in positions such as artist, digital photography studio, photographer's, sculptor's, curatorial, and gallery assistants. Another 20 to 25 students are projected to be placed by the end of the spring 1997 term. Responses on student surveys indicated that students benefited from a greater clarification of career goals and opportunities for job contacts within the Chicago art world. An alumni survey was sent out to 1996 graduates and responses were again very favorable.

23. Applicant Institution: Shimer College **$15,000**

Synopsis: Shimer College proposes to continue to expand the high school after-school Homework Center. Students from North Elementary School in Waukegan come to the College for academic support, remediation, and enrichment experiences. Illinois students attending Shimer College serve these children through one-on-one tutoring in mathematics and reading, small group work, appropriate recreational programs, and by serving as role models for these children. The work study program provides Shimer students, who are considering careers in teaching, practical experiences working with children in a supervised setting. It also provides Shimer students the opportunity to work with educationally, socially, and economically disadvantaged children from the College's neighborhood.

Evaluation: The Homework Center at Shimer College, operating its fifth year with funding from the Illinois Cooperative Work Study Program, had 25 students from North School. Since 1992, more than 130 individual third, fourth and fifth grade students have been served by the Homework Center, averaging between 15 and 25 elementary grade students per afternoon session. Tutor-to-student ratio has been two-to-one, allowing for individualized attention. Since 1993, the Homework Center has operated on a two-week rotation, allowing new students who have fallen behind in their classroom work to enroll in the after-school program at Shimer. To facilitate continuity between the classroom and the after-school program, tutors are assigned to work with North School teachers, and to serve as teacher aids in the classroom. This experience has provided a good opportunity for the student tutors to observe classroom teaching and teaching methodology first hand. Presently there are 12 Shimer College students who work in the Homework Center.

24. Applicant Institution: Southern Illinois University at Carbondale **$61,000**

Synopsis: Southern Illinois University at Carbondale proposes to focus on undergraduate students who wish to pursue work study and cooperative opportunities available in Illinois. The interest from students far exceeds available opportunities. As a result, many students seek employment in surrounding states and often, subsequent to graduation, seek employment out of state. Funding to establish additional cooperative work sites with agencies, businesses, and industries in Illinois will serve several purposes, including: (1) bringing industry and higher education together, (2) providing expertise to industry, (3) providing opportunities for students to earn money while enhancing classroom work, (4) increasing the student's chances of obtaining permanent employment following graduation, and (5) reducing the reliance on loans. The project necessitates a working relationship between University Career Services staff, Co-op Coordinators and Directors of Outreach Programs of the various academic colleges within the University in identifying students for agencies and industries who might wish to participate in the program.

Evaluation: Southern Illinois University at Carbondale is in its third year of receiving funding from the Illinois Cooperative Work Study grant. To date, a total of ten students have been placed in work-study experiences at placement sites previously unavailable to students. As a result, ten new cooperative agreements have been formed. Each employer has been contacted by phone and has given satisfactory to excellent remarks concerning the performance of the student working for them. Each also gave positive statements

relating to the program, and expressed their interest in participating in future grants. The fact that each employer was responsible for choosing the student to work for them helped with the overall satisfaction of the students and the program by the employers. Most employers were previously unable to provide paid work experience for students. The funds provided by the grant enabled them to offer a stipend, thus providing a larger pool from which to select. Students participating in the program rated "work experience gained" above "monetary value" as the most valuable reason for participating.

25. Applicant Institution: University of Illinois at Springfield **$69,000**

Synopsis: The goal of this project its to provide matching funds for approximately 50 work study students. The proposal is to continue and expand the current offering of paid work study placements at the University of Illinois at Springfield by providing work study placements for approximately 50 of the 350 undergraduates who participate in the Applied Study Program for academic credit. Approximately 90 percent of the agencies/businesses involved in this year's program have indicated they wish to participate with both continuing and in some cases multiple new positions in the 1997-98 program. Ten percent of the placements are intended for new or renewed sites. Clients served from this project will be drawn from state, city and private agencies, businesses, social service organizations, and schools. Seventeen majors and six minors will be served by this program. Extra effort will be made to reach out to women, minorities, physically challenged students, and adult learners who are returning to school to learn new careers.

Evaluation: The University of Illinois at Springfield (UIS) is in its fifth year of receiving an Illinois Cooperative Work Study grant. During fall and summer 1996, 35 students (one student for two semesters) were funded by the grant. These students represented 13 different UIS programs (Communications, Psychology, Computer Science, Accounting, Chemistry, Sociology/Anthropology, Business, Biology, History, Legal Studies, Management and Political Science). Thirteen students from the summer session have been evaluated by their field supervisors, a UIS faculty advisor, and the students themselves. It was the consensus of the students that the work study experience was a valuable educational experience and was complemented by being a paid work experience, which made it a financial relief. The field supervisors and faculty evaluations were positive and confirmed their interest and willingness to participate again. As a result of participation in the 1995-96 grant, 19 students were hired part- or full-time by their employer. Some of the part-time employment was to lead to full-time jobs upon graduation. Of the 13 students placed in summer 1996, six have already received continued employment. Employers have made very positive statements about the performance and the quality of the students who have worked with them.

New Projects

26. Applicant Institution: College of DuPage **$33,000**

Synopsis: This project proposes to expand opportunities for 25 students to receive financial income for participation in cooperative work study at five hospitals in DuPage County. The project addresses nursing and patient care technical courses. Student participants will receive $8 per hour, 50 percent each from the hospitals and the proposed grant. Those student participants will be majoring in health related programs. Faculty

advisors will monitor student progress through site visits each quarter. Overall evaluations will be conducted at the end of the training cycle.

27. Applicant Institution: Northern Illinois University **$36,000**

Synopsis: The Northern Illinois University (NIU) Cooperative Education Program proposes to continue its cooperative experience with the NIU School of Nursing, Good Samaritan Hospital, Kishwaukee Community Hospital, and Sherman Hospital in working to provide clinical experiences for nursing students in order for them to acquire more extensive clinical experiences not possible within the regular curriculum This proposal is designed to provide students with increased clinical experiences and alleviate the financial hardships associated with these experiences. In addition, in another academic area, Steppenwolf Theatre Company has agreed to provide a technical production experience for a NIU theater major for a full year. This supervised experience, like the aforementioned nursing opportunities, offers a student professional hands-on production experience and more one-on-one supervision than that offered in the regular classroom.

28. Applicant Institution: Richland Community College **$20,000**

Synopsis: With this grant, Richland Community College, will provide a Cooperative Work Study Program for 20 students in the 1997-98 school year. Placements which parallel the technical job opportunities in the Richland Community College district will be targeted. These fields are: computer information systems, laboratory sciences, electronics, engineering, agri-business, and horticulture. Students will be paid an average of $7 per hour with businesses paying half of the salaries. The district intends to work hard to make this student job placement effort a success.

29. Applicant Institution: Spoon River College **$26,000**

Synopsis: This project creates work study opportunities for students not currently served by Spoon River College cooperative education/field based work programs. Expanded opportunities will be created for some majors such as computer information systems, office systems technology, and education, and first- internship opportunities for students in other fields, particularly art, health science, and science. Students will apply their academic skills to work placements that relate to their career goals and will be enrolled in credit field courses supervised by faculty. The project will reduce student reliance on loans and low-paying jobs that don't contribute to the student's professional development. Twenty new placements are targeted for the first year of the program. The matching funding will motivate participation of small businesses with limited resources. The relationships formed between students and employers will assist in recruitment and retention of a skilled workforce in the district.

30. Applicant Institution: Harry S Truman College of the City Colleges of Chicago **$35,000**

Synopsis: The Science and Technology Cluster at Truman College is seeking funding under the Illinois Cooperative Work Study Program to partially support 15 students currently enrolled in the Biotechnology Training Program and Chemical Laboratory Technology Program. These students will receive an A.A.S. degree upon completion of

their schooling at Truman College and will be prepared to either enter the workplace directly as skilled laboratory technicians or transfer to a four-year university. Science and technology companies (Biotech and Chemtech business partners) will pay 50 percent of the student's salary and will evaluate his/her performance on the job. Students will be jointly supervised by Truman Science and Technology Cluster faculty and company personnel (work site supervisors). Results of the work study program will be discussed and evaluated at Science and Technology Cluster Advisory Committee meetings, and presented at regional and national meetings that concern science and technology education

31. Applicant Institution: University of Illinois at Chicago **$50,000**

Synopsis: The School of Architecture at the University of Illinois at Chicago proposes a cooperative program for 20 undergraduate architecture students. The School's cooperative program will combine experiential learning with the undergraduate architectural curriculum, providing curriculum enhancement during the fourth year of the program. Such enhancement will lead to the identification of both "traditional" and "non-traditional" summer students in business, government, and community groups; articulation within the University with the identification of courses of study that can lead to non-traditional career paths for majors in architecture; and the establishment of new mechanisms for evaluation, i.e., database to track graduates, "client" feedback. A career-related work experience for students of architecture will improve their prospects for full-time professional employment and also create a pool of better prepared students for employment in the state of Illinois.

32. Applicant Institution: Western Illinois University **$75,000**

Synopsis: In a collaborative effort between Western Illinois University-Occupational Information and Placement Office, College of Business and Technology, College of Arts and Sciences, College of Fine Arts and Communications, and the College of Education and Human Services, "Progressive Partnerships" will establish new initiatives and expand existing relationships with 13 employer entities in Illinois. Participating entities will include: American Drug Stores, American Net, Arthur Anderson, Crop Pro-Tech, Custom Appliance, Enterprise Rent-A-Car, First State Bank, Growmark Inc., Penn Daniels, McClure Engineering, NTN Bower, Nims, Payless Shoe Source, and Pekin Insurance. Each business entity has agreed to employ students from the Western Illinois University Colleges in work study positions directly related to their fields of study within the departments of Accountancy, Agriculture, Art, Computer Science, Economics, Finance, Management, Marketing, Family Consumer Sciences, Industrial Technology, and Information Management and Communications. Enabling these students to be better prepared for the realities of the workplace, a maximum of 75 placements will be made to a maximum of $270,438 with a 50 percent match of grant funds requested for student wages. Student wages will vary depending upon site location and job functions. Western Illinois University's future decision for "Progressive Partnerships" involves a university-wide expansion effort whereby the most successful potions of the project will be replicated in other colleges and amplify further higher education and business/industry linkages.